

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Interior (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	333	358	328	366	301	82
Number of Complainants	327	346	321	351	297	80
Repeat Filers	6	12	5	14	4	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	106	105	101	118	80	30
Color	33	38	41	38	29	12
Religion	9	15	13	20	9	5
Reprisal	165	189	168	200	161	40
Sex	120	134	136	138	108	34
PDA	3	3	3	1	2	0

National Origin	43	45	41	53	33	5
Equal Pay Act	1	2	2	1	1	1
Age	116	108	117	114	113	30
Disability	114	124	105	119	88	26
Genetics	0	0	1	2	2	0
Non-EEO	9	5	12	19	15	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	30	50	31	32	32	7
Assignment of Duties	47	40	35	40	43	7
Awards	4	2	9	4	7	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	3	3	1	0	1	0
Reprimand	18	14	17	13	8	2
Suspension	15	13	20	13	8	6
Removal	3	4	8	16	10	2
Other	0	0	0	1	0	2
Duty Hours	10	3	8	1	5	4
Perf. Eval./ Appraisal	42	43	41	38	31	6
Examination/Test	1	0	2	2	0	0
Harassment						
Non-Sexual	151	158	155	183	158	42

Sexual	10	15	12	12	7	4
Medical Examination	6	2	3	1	1	1
Pay including overtime	8	13	10	2	6	1
Promotion/Non-Selection	61	51	40	54	25	6
Reassignment						
Denied	0	6	0	1	1	1
Directed	12	9	11	14	14	6
Reasonable Accommodation Disability	34	40	27	41	22	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	1	1	0	0	0
Retirement	4	3	3	2	3	1
Sex-Stereotyping	0	0	0	2	0	0
Telework	1	17	3	11	3	1
Termination	23	26	26	30	20	7
Terms/Conditions of Employment	43	46	59	49	41	17
Time and Attendance	21	19	18	15	14	3
Training	12	15	9	13	12	2
Other						
User Defined - Other 1	0	0	1	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	243.70	193.96	187.07	183.94	203.24	201.65
Average number of days in final action	86.92	59.99	51.78	52.62	55.40	30.35
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	264.61	193.04	192.30	189.47	205.16	191.56
Average number of days in final action	57.84	24.04	46.42	34.69	40.58	26.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	202.69	193.76	178.94	181.58	203.32	210.68
Average number of days in final action	107.11	79.92	56.88	69.12	73.59	35.60
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	37	38	43	24	33	9
Average days pending prior to dismissal	172.76	141.79	153.98	107.29	209.73	116
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	17	18	15	26	13	4

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Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	3		0		6		2		4		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	17	0	0	3	75	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	33	0	0	1	25	0	0
Sexual	1	33	0	0	0	0	1	50	2	50	0	0
Medical Examination	1	33	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	0	0	1	17	1	50	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	33	0	0	1	25	0	0
Sexual	1	50	0	0	0	0	0	0	2	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	25	0	0

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	238	236	279	285	277	459
Total Complainants	228	223	269	276	266	441
Number complaints pending						
Investigation	8	7	14	6	8	75
ROI issued, pending Complainant's action	1	1	0	0	2	15
Hearing	219	220	269	275	255	322
Final Agency Action	13	13	7	8	16	46
Appeal with EEOC Office of Federal Operations	93	204	70	62	45	59
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	17	18	28	18	7	9